



HealthWorks Reports: 2013

for Solano County, September 2012- August 2013

A comprehensive, summary report about your workforce and their use of Kaiser Permanente's workforce health related programs and services

Key Contacts: Colleen Gilliam, Steven Clegg and Kathleen Simmons
August 23, 2013

Your HealthWorks report is designed to:

- Review the health risks in your workforce – *where we began*
- Review results for September 2012-August 2013 HealthWorks Programs – *what we have accomplished together*
- Based on these results, recommend updates to our strategy and approach in current and future programs – *where we are headed to next*



Overview of this report

Context Setting: Overview of activities, participation, and eligible participants

Clinical Data: 3 Years of Health Risks in Your Group

Worksite Challenges: Achievements and insights

Onsite and Online Activities: Results and insights

Participant Feedback: Satisfaction and testimonials

Diabetic Risk Outreach: Results and insights

Recommended Next Steps

Description of your HealthWorks program

KP's Offerings



Strategic Planning

- Increase mid-level management awareness, participation, and promotion of wellness program.
- Include Risk Management in overall program strategy.

Communications

- Refresh of stairwell campaign decals.
- Standard communications for screenings, THA, TAA, and MIU promotion.

Participation

Activities	Outcome 2011-12	Outcome 2012-13
<i>Worksite Challenges and Onsite Services</i>		
Health Screenings	✓	☆
Maintain Don't Gain		✓
Thrive Across America	✓	☆
Mix It Up		☆
Health Promotion Classes	✓	☆
<i>Online Activation and Engagement</i>		
Succeed: Total Health Assessment	✓	✓
Healthy Lifestyle Programs	✓	✓
<i>Additional Behavior Change Support</i>		
Rewards and Raffles	✓	✓
Diabetic Risk Outreach		✓

LEGEND:

☆ = indicates programs that met or exceeded target participation rates

✓ = indicates programs that were offered but participation goals were not established or were not met

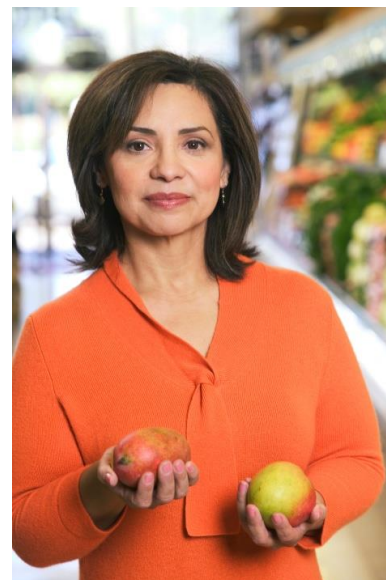
The Strength of Your Workforce Health Strategy

HERO Scorecard Results as of September 2012

	Strategic Planning	Leadership Engagement	Program Level Management	Programs	Engagement Methods	Measurement and Evaluation	Total Score
Your results, 2012	5	20	9	26	25	7	92
Max points achievable	11	33	22	56	67	11	200

Source: HERO scorecard (<http://www.the-hero.org>). HERO scorecard submitted on 9/11/2012 by Michelle Pellegrino. Benchmarks as of Q3 2012.

Companies in your industry score 95 total points on average.
Companies in your size category score 92 total points on average.



Key Features of your group

Subscribers	Average Age	% Female	Eligible Employees
1,464	45.4	64.1%	2,394

The average age and gender mix in your population may play an important role in how your group compares to some of the Kaiser Permanente benchmarks or responds to HealthWorks programs and initiatives.

- Your group is 4.4 years older than the KP regionally adjusted average.
- There are 15.7 percentage points more females in your group than the KP regionally adjusted average.



Sources: Your Kaiser Permanente Prevention and Lifestyle Risk report for your subscriber population run on 8/09/2013 for Q4 2012. Eligible employees: HERO Scorecard submission 8/27/2012, Total number of employees eligible for health benefits in the US.

Overview of this report

Context Setting: Description of program goals, activities and eligible participants

Clinical Data: 3 Years of Health Risks in Your Group

Worksite Challenges: Achievements

Onsite and Online Activities: Results and insights

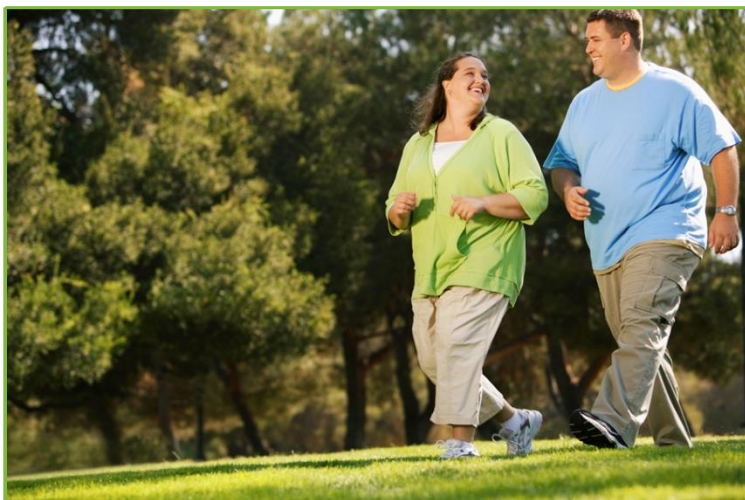
Participant Feedback: Satisfaction and testimonials

Diabetic Risk Outreach: Results and insights

Recommended Next Steps

Health Risks in Your Group

Data from KP HealthConnect (our Electronic Medical Record)



% of subscribers with recorded results, 2012 Q4:

- 73.1 % for BMI
- 77.7 % for cholesterol, ages 18-75
- 78.1 % for blood pressure, ages 18-85
- 97.3.% for smoking status, ages 18+

	2010	2011	2012	Change
% of Adults who are overweight or obese:	80.9%	80.2%	79.9%	improved
% of Adults with borderline / high total cholesterol:	36.0%	35.5%	35.6%	declined
% of Adults with a blood pressure $\geq 140 / 90$:	10.5%	11.6%	11.3%	improved
The % of Adults who smoke:	13.4%	12.7%	12.3%	improved

Source: Your Kaiser Permanente Prevention and Lifestyle Risk report for your subscriber population run on 8/09/2013 for Q4 2012. Clinical data is released 6-9 months following the close of a quarter.

Overview of this report

Context Setting: Description of program goals, activities and eligible participants

Clinical Data: 3 Years of Health Risks in Your Group

Worksite Challenges: Achievements

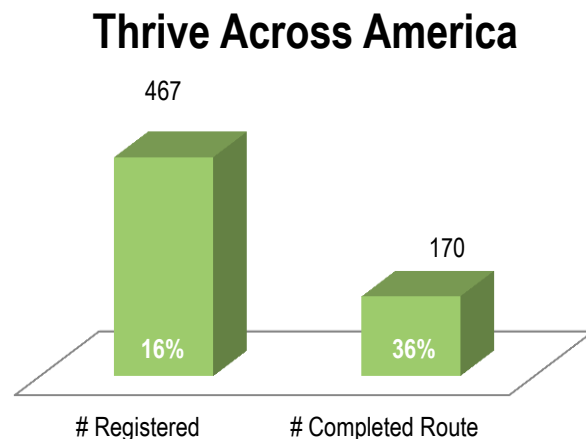
Onsite and Online Activities: Results and insights

Participant Feedback: Satisfaction and testimonials

Diabetic Risk Outreach: Results and insights

Recommended Next Steps

Participation in Worksite Challenges



Achievements along the way

- 17,359 exercise hours logged
- 80 % joined a team (375 people)
- 36 % of registrants completed the route (170 people)
- 81 % indicate they are now physically active for at least 30 minutes per day*. (218 people)

"This was the stimulus I needed to get back into fitness - THANK YOU!" - happy participant

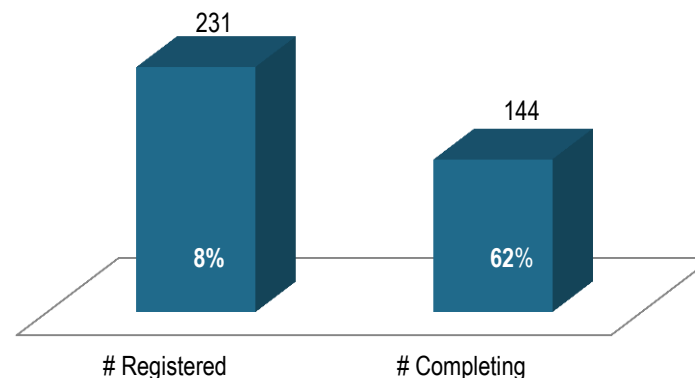
* Results as of August 19, 2013. 268 participants completed the evaluation

Source: Thrive Across America employer reports.

Participation in Worksite Challenges



Mix It Up



Achievements during the program (reported as of 8/19 for program in progress)

- 68% of registrants earned at least 100 points (156 people)

Metrics that will be available when Mix It Up closes and participant evaluations are received

- FRUIT: % of evaluation respondents who now eat 3 or more servings per day*
- VEGETABLES: % of evaluation respondents who now eat 3 or more servings per day*
- % of evaluation respondents who learned “a lot” or “a great deal” from the program*
- Participant feedback quote

* Results as of August 19, 2013. TBD # Participants completed the evaluation

Source: Mix It Up employer reports.

Overview of this report

Context Setting: Description of program goals, activities and eligible participants

Clinical Data: 3 Years of Health Risks in Your Group

Worksite Challenges: Achievements

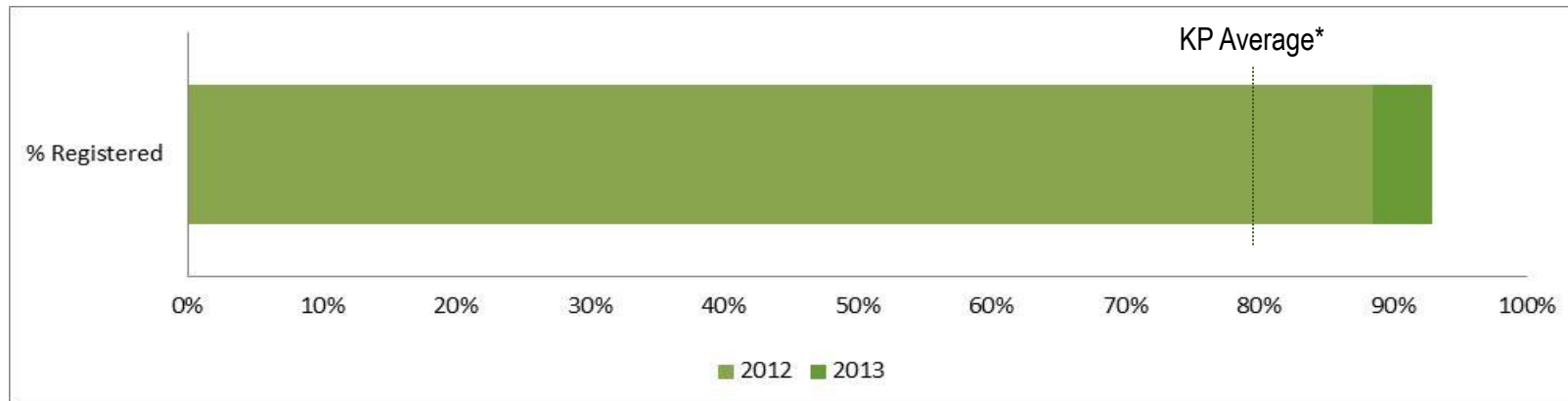
Onsite and Online Activities: Results and insights

Participant Feedback: Satisfaction and testimonials

Diabetic Risk Outreach: Results and insights

Recommended Next Steps

kp.org Use Among Your Group



We estimate that you save 3 hours in productivity for every 4 email messages sent via our secure kp.org.¹ Your employees sent 5,961 emails to KP physicians, **gaining 4,471 hours of productive time.**

Results for Your Group	2012	2013 Q2
# of eligible subscribers registered on kp.org	1,243	1,306
# of subscribers who logged onto kp.org	1,130	1,187
# of subscribers refilling prescriptions	500	535
# of subscribers viewing labs	864	883
# of subscribers sending emails	741	786

*KP Regional Average is based on subscribers enrolled at the end of measurement period.

subscribers logged, filling prescriptions, viewing lab tests and sending emails based on all subscribers who signed on regardless of being enrolled at the end of the measurement period

Source: Your Kaiser Permanente kp.org report on subscriber population, run on 08/09/2013 for Q2 2013.

kp.org Use Among Your Group

	Your Group		Benchmark
	2012	2013 Q2	KP Average
% of eligible subscribers registered on kp.org	89%	93%	80%
% of all subscribers who logged on to kp.org	89%	90%	70%
% subscribers filling prescriptions online	44%	45%	37%
% subscribers viewing lab tests	77%	74%	65%
% subscribers sending emails	66%	66%	58%

*% Registered is based on subscribers enrolled at the end of measurement period.

% subscribers logged, filling prescriptions, viewing lab tests and sending emails based on all subscribers who signed on regardless of being enrolled at the end of the measurement period.

Source: Your Kaiser Permanente kp.org report on subscriber population, run on 8/09/2013 for Q2 2013.

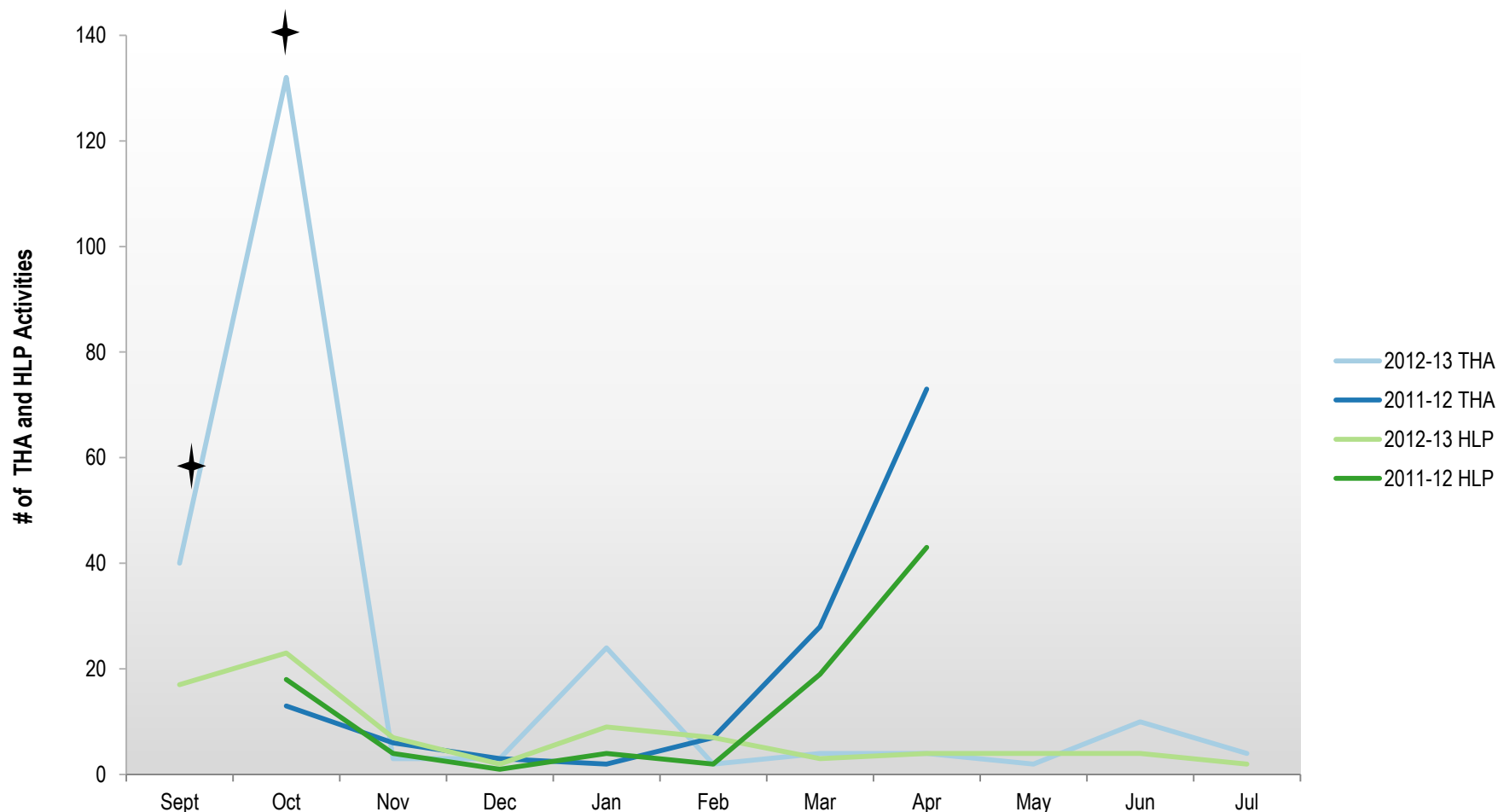
Participation Rates in Your Group



Participation in Your Group	\$100, \$50 Drawings	\$100, \$50 Drawings	\$200, \$100, \$50 THA plus prizes	KP Average, 2013
	2010-11	2011-12	2012-13	
Total Health Assessments	7.2%	4.7%	8.1%	2.6 %
Healthy Lifestyle Programs	7.5%	3.3%	2.9%	1.0%

Source: Wellness and Prevention tools, as captured through your Participation Activity Reports

Participation details, Total Health Assessment



Indicates dates of email and other communication campaigns

Source: Wellness and Prevention tools, as captured through your Participation Activity Reports

Participation in Onsite Offerings



Onsite Screenings*

Onsite Classes*

# events		
2011-12	4	12
2012-13	4	5
# people		
2011-12	325	419
2012-13	364	473

❖ Screenings offered: Total and HDL cholesterol, glucose, blood pressure,

❖ Classes offered:

- 2011-12: Thriving during the holidays, Laughter is the best medicine, Living agelessly, Office stretch workshop.
- 2012-13: Heart healthy nutrition, Stress management, How to stay healthy during cold and flu season, Live agelessly
- An additional class How can I reduce my cancer risk? scheduled for 11/18/13

Onsite Classes: Satisfaction 2012-13

- ✓ 75% of employees attending the Learn to Let Go Stress Management Class on October 16, 2012 reported that the overall experience was valuable

Onsite Screening Results



Participation		2011-12	2012-13
# people screened		325	364
Key Results		2011-12	2012-13
Blood pressure:	% < 139/<89	82%	89%
Random glucose:	% Normal	98%	96%
Cholesterol:	% Desirable	59%	70%
HDL:	% Desirable	21%	64%

Source: TPMG onsite screening reports

Understanding these results

For an explanation of the clinical significance of these results, please consult your full screening report.

Important note: Differences between 2 year screening results may be the result of measuring different people. Therefore, year-to-year changes are not indicative of trend.

Additional Information



Rewards

- # earned: 95



Highest # of Employees Engaged

Onsite Classes

Overview of this report

Context Setting: Description of program goals, activities and eligible participants

Clinical Data: 3 Years of Health Risks in Your Group

Worksite Challenges: Achievements

Onsite and Online Activities: Results and insights

Participant Feedback: Satisfaction and testimonials

Diabetic Risk Outreach: Results and insights

Recommended Next Steps

Participant Feedback

Satisfaction and Testimonials

Participant quote Thrive Across America

“I've participated the last three years and I like getting healthy recipes and health tips. It has made me more conscious of things I need to maintain my health and was the jumpstart to change some of my habits.”

Overview of this report

Context Setting: Description of program goals, activities and eligible participants

Clinical Data: 3 Years of Health Risks in Your Group

Worksite Challenges: Achievements

Onsite and Online Activities: Results and insights

Participant Feedback: Satisfaction and testimonials

Diabetic Risk Outreach: Results and insights

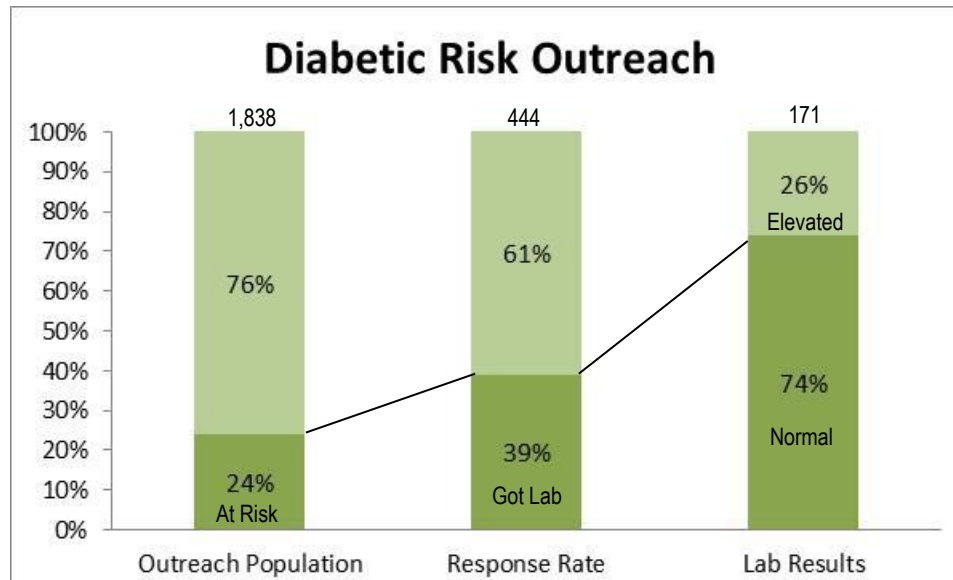
Recommended Next Steps

Diabetic Risk Outreach Program

In addition to workforce health programs offered in partnership with Solano County, Kaiser Permanente implemented an innovative outreach effort to Solano County subscribers identified as potentially at risk for developing diabetes. Outreach and testing encouraged Solano County employees to learn more about their risk and make improvements in their health.

Risk Identification	Outreach	Clinical Testing
<ul style="list-style-type: none">■ Age■ BMI■ Blood glucose■ Hypertension■ No diabetes diagnosis	<ul style="list-style-type: none">■ Invites subscribers to complete lab testing■ Three Phases:<ul style="list-style-type: none">➤ Physician letter➤ Phone reminder➤ Physician letters to non respondents employees with abnormal results	<ul style="list-style-type: none">■ Lab testing at KP facility to measure blood glucose

Diabetic Risk Outreach Results



Results for Your Group	2012-13
# of subscribers included in review	1,838
# Identified as at risk and included in outreach campaign	444
# of subscribers who got one or more lab tests	171
# of subscribers with elevated (prediabetic or diabetic) lab result	45

Overview of this report

Context setting: Description of program goals, activities and eligible participants

Clinical Data: 3 Years of Health Risks in Your Group

Worksite Challenges: Achievements

Onsite and Online Activities: Results and Insights

Diabetic Risk: Results and Insights

Participant Feedback: Satisfaction and Testimonials

Recommended next steps

Summary of Goals, Areas of Success and Opportunity of Improvement

Goals	Areas of Success	Opportunity for Improvement
<ul style="list-style-type: none">■ Increase participation over previous two years.■ Higher awareness and participation amongst all levels of management.■ Add non-management staff to wellness committee■ Include Risk Management in overall wellness strategy.	<ul style="list-style-type: none">• Increased participation in screenings, classes, Total Health Assessment and Thrive Across America.• Added two new non-management staff members to wellness committee.• Filled position of wellness coordinator!!	<ul style="list-style-type: none">■ Work towards building incentives for participation into the CoS employee contribution. This incentive strategy drives higher participation than any other, without a close 2nd.■ Need executive and union level agreement for the above—could take 2-5 years of discussion to implement.

Where we're headed

Recommendations for next year



- Implement employee satisfaction survey to gather feedback on 2012-13 programs—determine time frame for distribution today.
- Complete HERO Scorecard—annual completion of HERO is intended to assist with and show program improvement over time.
- Consider switching to Kaiser-On-the-Job as sole WC service provider for worksite injuries, as well as pre-employment services.
- Continue to pursue more awareness, participation, and promotion of program from all levels of management. Use department competition (for highest % of participation) to drive this effort.

Your Group

NC – 3– all
Agency Code: 7688821115